



WINTER 2020-2021

FayettevilleNC.gov/Frontline

Remember Your Mask!

Memo from the City Manager's Office

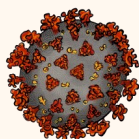
With the increase in COVID cases in our community, the following mitigation measures are now mandated and effective immediately:



- Employees are required to wear a face covering (mask) in City buildings, in common areas and in hallways.
- Face coverings are mandatory during direct customer contact (even in the field).
- In offices and conference rooms where there is more than one individual, face coverings are required unless social distances of 6 feet can be achieved.
- Face coverings are also required when multiple employees are traveling in a City vehicle.
- Individuals who have a medical condition that is recognized as a disability under the Americans with Disabilities Act and prevents them from wearing a face covering shall be afforded an accommodation to the greatest extent possible, subject to the department's needs. Request for an accommodation shall be made through Greg Schaefer, Safety Officer, in the Human Resource Development Department.

Request a Test & Report Your Concerns

Specific procedures have been established when COVID exposures and positive cases are reported. To report an exposure or request a test, you can contact: Greg Schaefer 910-433-1724 or Kristen Biedermann 910-433-1645.



Casual Attire During COVID

Employees may continue to wear casual attire, including jeans, while the City is in a teleworking posture. Jeans must be neat/clean (no frays/holes) and paired with other attire that still promotes a professional appearance. When an employee has a meeting with Council, vendors, customers, etc., it is not appropriate to wear jeans.

– Human Resource Development



Police Officers Lead By Example



We need Sgt. Donegain and other frontline workers to keep our community safe. Sgt. Donegain wears a mask, potentially stopping the spread of the Coronavirus.



Despite challenges, Officer Terry can still smile. A mask is part of his uniform and Fayetteville Police Officers are willing to do what it takes to save lives.

FIND A WAY
 CARE FOR ONE ANOTHER
 WE
 PROTECT THE WORLD
 ALWAYS GO FURTHER
 CAN DO CAROLINA

We're all in this
T♥GETHER

Be kind
 and help
 neighbors
 if you can

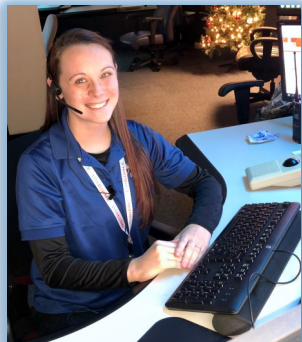
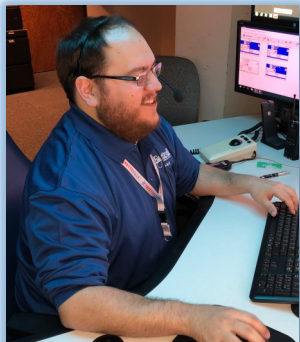
Practice
 patience

Check in
 with friends
 and family

Courtesy: NCDHHS

City Rebranding

Do you have the new City of Fayetteville lanyard? The City and other regional agencies rebranded with new logos and "Can Do" slogans. Look for new graphics at City Hall, on social media platforms and eventually on uniforms and vehicles. To learn more about the new regional branding initiative, visit www.CanDoCarolina.com



911 Telecommunicators **Haleigh McCloud** and **Anthony Elizarraras** wearing their new lanyards.

Flu Shots, Blood Drive, Mammograms

City of Fayetteville employees took steps to prevent the spread of the flu. Approximately 90 employees received free flu shots on October 1 at City Hall.



FPD Forensic Technician **Brittany McLaughlin** and Detective **Hurley** in line for flu shots.



Also on October 1, more than 30 City employees donated blood to the Cape Fear Valley Blood Donor Center. The Blood Mobile was parked outside City Hall.

Blood donors were offered free COVID-19 antibody testing and a coupon for pizza.

October was Breast Cancer Awareness Month. 3D mammogram appointments were available for City employees on October 1. The mammogram mobile was on site for convenience.

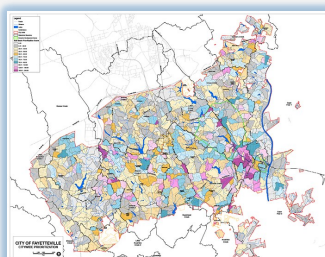


City's Watershed Master Plan Program Recognized

The Fayetteville Citywide Watershed Master Plan Program received a prestigious state-level Engineering Excellence award from the American Council of Engineering Companies of North Carolina. The Grand Award was presented to the City and Freese and Nichols, the City's partner consulting firm. The Grand Award honors and recognizes projects that demonstrate a high level of quality and innovation in Engineering.

The program includes data-driven tools that are used to prioritize flood-prone areas across the City, and identify and evaluate solutions. Members of the Public Services Department will use the plan to invest in potentially life-saving projects. The plan will also help lay a strong, resilient foundation for the City's growth and provide a high level of stewardship of taxpayers' dollars.

This graphic shows the City's prioritization of watersheds. A watershed is an area of land that drains all creeks and rainfall to a common outlet.



New Year's Resolutions

Kristen Biedermann,
Health & Wellness Specialist



With the New Year around the corner, many are starting to think about resolutions, which can seem daunting, if not impossible. It is important to take time to really think about **your** goals for the upcoming year and set resolutions that you can achieve. Set authentic resolutions that reflect **your** values.

Take time and set goals worth achieving.

Sudden epiphanies or a short-lived yearning rarely RESULT in LIFE CHANGING ACTIONS. Think about real changes that you want in your life. What would those changes mean to you? Settle on a few ideas and come back to them in a few days to see which still give you motivation. Whatever resolution comes to mind, ask why you chose it, and keep asking why until you hit on something that feels elemental. This is the foundation of our authentic goals.

Be Realistic.

Jumping from 0 to 100 might not be the most achievable goal for most people. Start small, making little changes one at a time. Goals that focus on rigid behavior are often about control, and lasting change rarely comes from using force or willpower. Instead, focus on broad and gentle resolutions that create space for discovery and personal evolution throughout the year. Plan for the unexpected and don't lose faith in yourself at the first hiccup. Reassess your goals throughout the year, and adjust if needed.

Tune into Yourself.

If you feel heavy or resistant when you talk about your goals, the resolution is not supportive. We have to stop and think about what we really desire and if our goals can really satiate those needs. If you are feeling pressure to set a goal, get curious about where the pressure is coming from and find ways to release it. If you are a perfectionist or self-critical, the most powerful approach might be to skip resolutions altogether. Create a wide open space of freedom.

No matter what your goal is, practice self-compassion. This is a journey of self-love, bettering yourself, your mind, and your life.



Employee Appreciation Lunch & Gift

Employee Appreciation Day was October 8. Employees enjoyed free lunch from Texas Roadhouse. Thanks to department representatives for packing, transporting and distributing lunches. Employees also received a City travel bag gift.



*Health & Wellness Specialist **Kristen Biedermann** working with catering staff*



*OD&T Specialist **Glenda Jacobs** and Safety Officer **Greg Schaefer***



*Training Consultant **Angela Schweibinz***



*Senior Administrative Assistant **Cyndi Fussell** and Office Assistant II **Breanna Richardson***



NOW ON APPLE ITUNES & GOOGLE PLAY PODCASTS! WWW.FAYETTEVILLENC.GOV/PODCAST

Street Crews Ready to Respond

Deadly storms moved across North Carolina on November 12. Public Services team members worked to clean storm drains, stage barricades, and secure construction projects across the City. Remember, when you see high water, **"Turn around. Don't drown."** Call 911 to report a flooded roadway.



***Leon Booker** at Gaelic Drive*



***Jonathan Parrish** at Bone Creek Dr.*



***Terrell McCrimmon** (left front) and **Travis McGee** (right rear) at LA Dunham Road*

ICMA Recognition

The International City/County Management Association (ICMA) recognized the City of Fayetteville for its commitment to data-driven government management and reporting. The City received a Certificate of Excellence in Performance Management. The City of Fayetteville is among 25 agencies, nationwide, to receive the Certificate of Excellence.

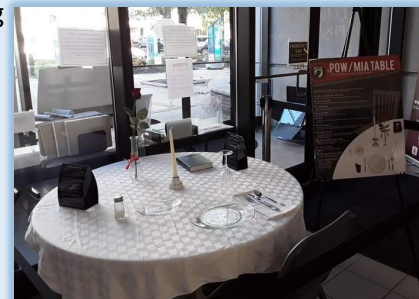


Performance management accomplishments:

- The City launched **PerformanceStat**, a monthly performance management session with City departments and the City Manager's Office to discuss operational performance results and opportunities for improvement.
- The City engages with citizens during the Café Conversation event. Performance data is reported to citizens and citizens share strategic priorities and voice their perspective on what measures are most important to them.
- The City conducted its first personas workshop with City staff, elected officials, representatives from community groups, and residents to build personas of people who live, work, and play in the region. The broad spectrum of participants allowed City staff members to build a comprehensive set of personas which have been used to inform the City's public data sharing and communication efforts.

Missing Man Table

The Missing Man Table is at City Hall during the month of November. This is an annual



tribute to missing U.S. military service members. Each piece of the display has a symbolic meaning. This year Veterans Day was November 11. Thanks to Corporate Communications Sr. Administrative Assistant **Anne Laurie** for putting together the display. A similar exhibit can be seen year round at North Carolina Veterans Park.

Veterans Day Event at Segra Stadium

City leaders joined representatives from Fort Bragg and the N.C. Department of Military and Veterans Affairs for a virtual pre-recorded Veterans Day event. You can watch the ceremony video on the City of Fayetteville, NC Government Facebook page or on the City's YouTube channel. The event was held outdoors at Segra Stadium. Members of the Corporate Communications Department helped with planning, set up and execution of the program.



"We were honored to be able to recognize our Veterans and the sacrifices they have made to serve our country," said Corporate Communications Director **Kevin Arata**, who is also an Army retiree. "Serving our country is a choice made by very few Americans in our country today. Here in our region we have upwards of 175,000 Veterans who made that choice and we are indeed thankful for their service."

Odom Hired as New Solid Waste Supervisor

Stephen Odom is new to the role of Solid Waste Supervisor. Odom comes from Republic Services, where he was Operations Supervisor/Manager for 15 years. Odom has 22 years of solid waste and recycling experience. He looks forward to enhancing the sustainability of the Solid Waste Division.



Equipment Operator II Hired

Please welcome Equipment Operator II **Darryl Smith** to the Solid Waste Division. Smith comes from Valley Proteins. He has more than 20 years of safe driving experience. "Darryl is excited about his new role. He has a great attitude and is eager to learn. We look forward to the quality customer service he'll provide the residents of Fayetteville," Solid Waste Manager David Thompson said.



Gooden Hired as Senior Administrative Assistant

Princess F. L. Gooden began her role as Senior Administrative Assistant in August. She works in the Public Services Department. Gooden is the author of 13 books. She is also a playwright, motivational speaker, blogger and bookstore owner. Gooden has served in Administrative Assistant roles for more than 20 years. She's won several customer service awards throughout her career.



Hiner Retires After 17 Years of Service

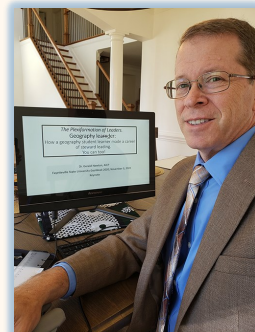
Fayetteville Regional Airport would like to wish Officer **Marvin Hiner** a very, happy retirement. After 17 years of dedicated service to the Fayetteville Police Department, Officer Hiner donned uniform for the last time on November 29, 2020. Thank you for your service, and best wishes on your next adventure!



Newton Speaks About Career During FSU's GeoWeek

Development Services Director **Dr. Gerald Newton** can teach you about Fayetteville's geography, design, buildings and codes. He is also a college adjunct professor, helping military leaders and others achieve their goals.

Newton is an online Adjunct Professor for the University of Charleston (WV). Currently, he teaches undergraduate Organizational Leadership courses all year. The majority of his students are service members, many of them - Navy SEALs and Army Rangers. Newton has instructed remote classes for students stationed across the U.S., Middle East, Europe and Guam. So, time zone differences are obstacles. "It is really most impressive for me to hear the students share that they are up in the middle of the night/morning to attend the class because the degree is so important to them. It is a tremendous privilege to be helping these military folks meet their goals in leadership education," Newton said.



In November, Fayetteville State University hosted Geospatial Awareness Week (GeoWeek). Newton was one of the virtual keynote presenters. He spoke to students via Zoom, providing advice about how to move from learner to leader.

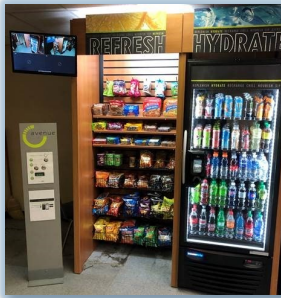
Pet Oxygen Masks

Fayetteville Firefighters have new tools that could save your pet! The Fire Department purchased 35 pet oxygen masks. "Pets are most often loved as family members and can suffer the same horrible fate that people can in a fire. The Fire Department feels it's our obligation to help save the lives of all family members in a fire, including people's pets. The mask will aid in helping save the lives of both dogs and cats that suffer from smoke inhalations in a fire," Assistant Fire Chief **Kevin Morgan** wrote. All City fire engines and truck companies have a pet mask kit.



Canteen Market Offers New Snack and Drink Options

There's an upgrade to the breakroom inside the 911 Dispatch Center at City Hall. It's the new Canteen Avenue C Market.



You will have the option to pay for items with a credit/debit card or a Connect & Pay Account. To make a purchase, simply walk up to the tablet attached to the cooler and scan your items. Once done scanning, you can select pay with a card or a Connect & Pay account. The purchase is complete when the screen turns green and says "Purchase Complete".

Clark Park Sign Provides Photo Opportunity

Pose for a picture with this sign at Clark Park. Park Ranger **Rusty James** built & painted it. You'll see the sign at the corridor between the playground and Nature Center. "One of the inspirations for painting the picture came from a black and white logo of a raccoon on one of our nature center signs," James said. "I thought it needed more detail, so each day I kept adding more fur and experimenting with three different colors. Then as I was walking our Wetland Trail I started looking at the different plants and animals and I started to add them into the painting. I thought that it would be good not only to have a head for the raccoon but a place for the parent to put their head through so I made a Ranger spot and made the shirt look like one of the shirts we wear."



StoryWalk at Clark Park

Visitors can now exercise while reading a family-friendly picture book at Clark Park. The StoryWalk is located along a section of the Cape Fear River Trail. The pages of the featured book are displayed inside cases along the paved path. Every quarter, a new book will be featured. "Mouse House" by John Burningham was the first featured book. The opening ceremony for the StoryWalk was held on October 7.



The project is a partnership between the Cumberland County Public Library and Information Center and Fayetteville Cumberland Parks and Recreation. It was funded by a generous grant from the Women's Giving Circle of Cumberland County, through the Cumberland Community Foundation, Inc.

Winter Gardening

Written by Jennifer Smith, Park Ranger Supervisor

Gardening season never really stops in the Sandhills. You can grow in the cool spring, warm summer and mild winter. Many veggies have two seasons per year. There are a number of plots in the Fayetteville Community Garden bursting with green. Community Garden plots are available to the public. So, what are City of Fayetteville employees and local gardeners growing at this time?



Elephant garlic

Park Ranger Manager **Jeffrey Neil McMillan** will tell you, the sweetest collards don't get harvested until after the frost. McMillan grows collards along with turnips, mustard, and cabbage in the fall, winter and early spring at his Cedar Creek home garden. I spoke with a local garden expert who also says those are the most widely grown cool weather crops in the region. That is no accident, and it has to do with biology. The plants belong to a group called brassicas, commonly called "cole" crops (think cole slaw.) Botanically, they are members of the mustard family.



Parsley bed

They also include these Carolina farm plants: broccoli, cauliflower, Brussels sprouts, kohlrabi, kale, bok choy, and rutabaga. Their cells are hardy, and resist the rupturing from ice crystals that our more tender plants suffer. There are even ruffled, colorful, cabbages that have been developed to be decorative to compete with the winter pansy flower market.

I grow a descendant of McMillan's elephant garlic plants, along with flat-leaf parsley in the winter. This type of leek (elephant garlic) can be snipped and used with parsley to season soups and stews. The elephant garlic cloves are massive in comparison to regular garlic, but much, much milder. They are excellent for roasting to a caramelized creamy-ness that is perfect with toasted French bread and cheese... Such are the rewards for those who make sure that February frosts don't keep them from planting!

You can rent a plot at the Fayetteville Community Garden for \$25/year. Call the Fayetteville-Cumberland Parks and Recreation Administrative Office at (910) 433-1547.



Kenneth Mayner, MPA, Chief Branding Officer
Nacarla Webb, Public Information Specialist

The **Fayetteville Frontline** employee newsletter is produced quarterly by Corporate Communications. If you would like to contribute to the newsletter in the future, please email at nwebb@ci.fay.nc.us.

Virtual Community Dialogues

The Fayetteville-Cumberland Human Relations Commission and partner agencies were hosts for group discussions about the movie, "The Hate U Give". The virtual sessions took place in September. Residents, Fayetteville Police Officers, Fayetteville Firefighters, and Cumberland County Sheriff's Deputies participated. The goal was to constructively engage participants in dialogue involving race, youth, family, public safety-community relations, diversity and human relations.

*"It's been quite gratifying to be a part of each session as a facilitator and to experience the openness and willingness of participants to discuss the dynamics of the film and its compatibility to current events occurring in our nation," Human Relations Manager **Yamile Nazar** said.*



*"This project was a great opportunity to hear input from our local community on the current dynamics that our society faces. The groups were diverse and I thank the youth, law enforcement, teachers and citizens for the honest heartfelt dialogue shared in the event," Community Development Administrator **Adolph Thomas** said.*



Team Spirit Day

City employees sporting different looks! On September 25, staff members wore their favorite sports team jerseys or colors. A fun, spirited kickoff for fall and winter.



Tracey Broyles (Budget & Evaluation), **Kelly Olivera** (Budget & Evaluation), **Elizabeth Somerindyke** (Internal Audit), **Amanda Rich** (Internal Audit)



Assistant City Managers **Dr. Telly Whitfield** and **Angel Wright-Lanier**



Construction Management team members **Mike Bailey**, **Rob Stone**, **Cliff Isaac**, **Plato Williams**

College Lakes Playground Under Construction



Construction of a new playground is in progress at College Lakes Park. The theme is "Stardust". Fayetteville-Cumberland Parks & Recreation staff estimate the unit will be complete by December 31. When finished, special panels will create playful shadows below.

The old College Lakes Park playground was replaced because parts were no longer available when repairs were needed. The cost of the new playground is about \$43,000 for the City. The actual cost was about \$86,000 but a Gametime grant covered 50% of the cost. After the contractor installs the unit, Parks and Recreation staff will put up a playground border and lay out new mulch.

Try Transit Week



Fayetteville Area System of Transit staff members joined transit agencies across the nation to observe Try Transit Week September 21 - 25. The goal of Try Transit Week is to encourage non-transit riders to consider using public transportation while also making the public aware of its benefits. FAST employees were at locations throughout the city communicating the convenience and advantages of public transportation.



Assistant Transit Director **Tyffany Neal** spreads the word.

Halloween Makeovers

Friday fun just before Halloween! City employees wore costumes to work on October 30. Recognize any of these characters? Departments represented in photos: Development Services, Clerk's Office, Budget and Evaluation, Internal Audit



Tracey Broyles, Elizabeth Somerindyke, Kelly Olivera, Rose Rasmussen, Gail Battle



Candice Martin

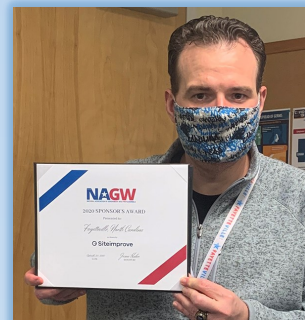


Andrea Tebbe and Jennifer Ayre

City's New Website Recognized With National Award

The National Association of Government Web Professionals (NAGW) announced its annual Pinnacle Award winners at the organization's 2020 Virtual Conference on September 24.

Pinnacle Awards event sponsor Siteimprove, a leading provider of web governance software, presented the Sponsor's Award to the City of Fayetteville, North Carolina. Siteimprove scanned each Pinnacle Award entry and selected the winner based on content quality, readability, accessibility, usability, and overall ease of use and navigation. Awards were presented in categories for cities and counties as well as awards for non-governmental organizations, and microsites and special site features.



Chief Branding Officer Kenneth Mayner presents the NAGW Sponsor's Award.

The City of Fayetteville launched the new services-oriented website on June 30.

"During the website redesign process over the past year, we put a special emphasis on ensuring our website was as customer-friendly as possible," Fayetteville Communications Director Kevin Arata said. "Being selected for this award validates that we achieved that goal in terms of top-notch content quality, readability, accessibility, usability and overall site navigation."

The NAGW Pinnacle Awards are judged by a group of web professionals inside and outside the government web industry.

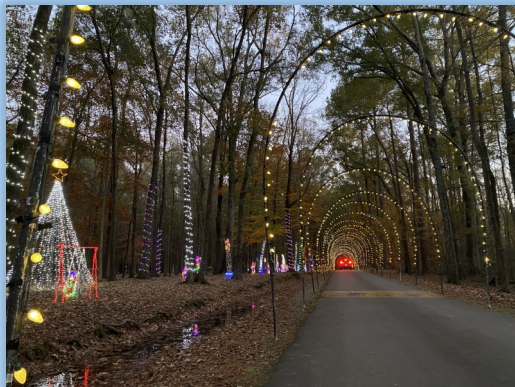
For more on the NAGW Pinnacle Awards, visit: https://nagw.org/pinnacle_awards.



Christmas in the Park Powered by PWC

Behind the Scenes

Fayetteville-Cumberland Parks and Recreation manages Christmas in the Park. The annual event began in 2010. This year's event is drive-thru only because of the pandemic. Staff members tested lights on December 2. Timers were installed to automatically control when lights switch on and off each night. A crew attends the event each night to monitor lights, direct traffic flow and assist visitors.



Light test at Arnette Park



Light test at Arnette Park



Maintenance Worker Eddie Williams and Sr. Skilled Trades Technician Harold Shelton III working together.



Light test at Arnette Park



Maintenance Worker Larry White checks a light display.



Maintenance Worker Tony Reep focuses on preparing the decorations.



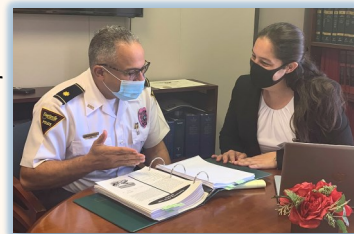
Crew Supervisor Quinton Smith in a lift at Arnette Park.



Special Events Coordinator Erica Brady helps select the light displays.

Q&A with Caitlin Caldwell

Caitlin Caldwell is pursuing her dreams of a career in the legal field. Caldwell talked about her internship with the City Police



Attorney, the pandemic, and lessons she's learned. Caldwell is a military veteran and she answered the call for help during the Hometown Hero Blood Drive outside City Hall. Here's what she said about opportunities that changed her life:

Q. Career Goal:

A. "To be a patent prosecution attorney."

Q. Explain some of your daily job duties.:

A. "Research, policy review, draft memos."

Q. Why did you want to work for the City of Fayetteville?:

A. "I saw the opportunity to work closely with an Attorney and it was an area of law that I was unfamiliar with."

Q. Describe some of the reasons why you enjoy your job.:

A. "I find it fascinating. There are different things that come up every day and it's exciting to see legal principles in real life. When you think of law enforcement, you generally think criminal law. But the Police Attorney does so many different things that touch on different areas of the law. For example, contracts, employment law, and constitutional law."

Q. Please tell us about your inspiration for pursuing a law degree.:

A. "It was my dream as a child to be an attorney. I find the law fascinating. I enlisted in the Navy and had the opportunity to travel and get my degree and that changed my path in life. Then, after I earned my bachelors, I made the decision to get out of the Navy and pursue a law degree."

Q. Tell us about the legal issues (or disciplines) you feel passionate about:

A. "Intellectual Property Law, specifically patents and trademarks. I am also passionate about the Innocence Project and helping those in need."

Q. How has the pandemic affected your job?:

A. "The pandemic has affected my job search. I am grateful for this internship. I was able to focus on bar preparation and now, I can focus on obtaining a permanent position."

Q. You participated in the blood drive outside City Hall. Why?

A. "I enjoy helping people. I used to give blood more frequently when they would do the blood drives on base."